FOREIGN AREA SNCO (FAS)

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Purpose

Obtain MEU OAG support for integration of Foreign Area SNCO (FAS) into the MEU staff

- Structure neutral
- Additional Skills Designator (ASD) for SNCO on current T/O

Background

- Commandant's Planning Guidance 2010 tasked PP&O to increase the capacity of the FAO program and USMC Language, Regional Expertise and Culture (LREC) skills.

- The FAS program was designed to increase USMC LREC by capitalizing on the SNCO corps' diversity.

- FASs are tools to enable MAGTF CDRs to better integrate LREC into operations at the tactical and operational level, strengthen security cooperation, IW, and stability operations.

- March 2011 CMC approved FAS Beta Test with 10 SNCOs. The Beta Test will be complete summer 2014; final OAD analysis due August 2014.

Draft FAS FMOS Standards

Pre-Requisites: Complete the Regional Culture and Language Familiarization (RCLF) PME requirement in grade.

Requirements:

- Associates Degree: waiverable with 12 months professional level experience in region/country

- 6 months of broad travel or continuous professional experience in region

- DLPT 1+/1+: Intermediate level proficiency in the target language in two of the tested modalities of the Defense Language Proficiency Test (DLPT).

- Demonstrate adequate professional knowledge of a designated region to include military forces, culture, history, sociology, economics, politics, and geography.

Desired Additional Training: Civil Military Affairs, Information

What is FAS?

A FAS is the senior enlisted technical advisor and provides on the-spot:

- Language skills, regional expertise, and culture (LREC) knowledge to the commander in strategic, operational and tactical contexts.
- Is positioned among the staff to educate, influence decisions, and safeguard against cultural miscues.
- Supports MAGTF plans, operations, irregular warfare, stability operations, and security cooperation efforts, with LREC capability.
- Stands as a prominent example of enlisted capacity and know-how in the eyes of partner nation leadership.

Role of a FAS

- Prepare MAGTFs to operate more effectively overseas by inserting LREC expertise into mission planning and execution
  - Inform Marines about complex and irregular warfare environments
  - Facilitate rapport during interaction with foreigners
  - Shape strategic messaging and communications
  - Improve
    - Security Cooperation
    - Stability operations
    - Irregular Warfare
    - COIN
    - Civil Affairs
    - HA/DR efforts
    - Contingency operations
    - Advising
  - Provide links to interagency
- Facilitate strategic ends with tactical means
- Posses a combination of LREC and PMOS skills

FAS Training Standards

Operational Culture

(NAVMC 3500.65)

- MET 1: Conduct culture assessment
- MET 2: Incorporate ops culture into mission planning
- MET 3: Manage perceptions and influence indigenous populations
- MET 4: Mitigate cultural stress

Security Cooperation

(NAVMC 3500.59A)

- MET 1: Provide International Affairs advice
- MET 2: Integrate Political-Military (Pol-Mil) expertise into SC operational planning
- MET 3: Integrate cultural expertise into SC operational planning
- MET 4: Facilitate meetings between SC stakeholders

Green Cell/Red Cell Lead

LREC Trainer to Tactical Units

Exercise Planner with Foreign Forces

Foreign Security Force Advisor

LNO to Interagency/Embassy

Forward Command Element

LREC Support to KLE/Engagement

Security Cooperation Planner

Recent FAS participation in TSC

- **IRON FIST** - Japan
- **KMET** - Korea
- **COBRA GOLD** - Thailand
- **RED REEF** - Saudi
- **IRON MAGIC** – UAE
- **CROCODILLO** – E. Timor
- **FMS AH-1Z** - Korea
- **COBRA GOLD** – Thailand
- **ACMC Memorial Day** – France
- **AFRICA LION** – Morocco
- **EAGER LION** - Jordan

Current FAS Participants

FAS	Language	Education	Immersion	Assessment
GySgt Plummer ET/MENA	Modern Standard Arabic (2/2+) Iraqi Dialect (1+/1+)	AA Arabic (DLI)	Operational Experience	24th MEU FAS -CDR's AAR
GySgt Hodges ET/MENA	Modern Standard Arabic (1+/1) Arabic (Farsi) (1/1+)	BS Arabic Studies , NPS	Operational Experience	15th MEU FAS -CDR's AAR, MCCLL AAR , CAOCL AAR
GySgt Ross ET/Sub-Saharan Africa	French (2+/3), Arabic (1/2+) Spanish (2/3)	BA International Business	Civilian Study Abroad (Brazil)	MARFORAF FOPS Chief -CDR's AAR
GySgt Cornwell ET/NE Asia	Korean (2/2+)	AA Science	Mormon Missionary in Korea	31st MEU FAS, CAOCL Ops Chief
GySgt Ecalnir ET/SE Asia	Tagalog (2+/2+)	BA Social/Crim Justice	Native Phillipino	31st MEU FAS
SSgt Camarillo ST/MENA	Modern Standard Arabic (2/2)	BA, NPS	Study Track (6 mos)	MARCENT Weak utilization
MSgt Morales ST/Sub-Saharan Africa	Spanish (2+/3) Portugese (2+/2+) French (3/2+)	AA Business Admin, NPS	Native Peruvian Study Track (6 mos)	MARFORAF Regional Planner
MGySgt Hart ST/Sub-Saharan Africa	Self Professed Lao, Thai, Dari, French (2/1+)	BA Homeland Sec, NPS	Study Track (6 mos)	I MEF Red Cell
GySgt Hilton ST/MENA	Dari (1+/1+), Modern Standard Arabic (0+/0+)	BS Biology, NPS	Operational Experience Study Track (6 mos)	2nd MSOB Training Chief
GySgt Lentz ST/MENA	Modern Standard Arabic (0+/0+)	BS Elec Sys, MS Admin, NPS	Study Track (6 mos)	MCSCG; MENA CLAT Chief

31st MEU

- Philippines – BALIKATAN
- Taught Tagalog phrases to 31 MEU Marines
- Korea – KMEP 13-4 (IPC/MPC/FSS)
- Created a Korean point-to-talk sheet to assist Marines with communication.
- Translated instruction for range commands, cold weather survival, and CLS for KMEP 13-4
- Advised Marines on miscues to avoid cultural conflicts and mitigating cultural friction
- Linguistic support to KMEP 13-5 and 13-6
- Korean Military Exchange Training 13.4 Initial planning conference
- Interpreter for Korean Exercise SSang Young/CJLOTS MPC
- Coordinated and Supported Review of Concepts drill training for Thai officers
- Conducted LRC training awareness to Marines
- Forward Command Element Cobra Gold Thailand
- Provided mediation between US, Thailand, Japan, Malaysia and

MEU AARs

24th MEU:

"Placing the FAS in either the S-3 or S-2 is recommended for optimal FAS billets on a MEU, depending on needs of the MEU staff and commanders guidance. A FAS may be tasked to support a major subordinate command (MCS), but should not be permanently fixed there due to limited FAS personnel. The billet(s) should be placed at higher level in order to benefit the entire organization".

th MEU:

"Due to the focus of MEU operations, assignment in the operations sections is the recommended environment for future FAS Marines. As FAS Marines come from different backgrounds, his or her assignment based on primary MOS would hinder the capabilities and LREC skill sets of the FAS".

Recommendations

arine Corps Center for Lessons Learned, 15th MEU:

"…the majority of interviewees, including both GySgt Hodges (FAS) and the MEU S-3, agreed that the FAS is best positioned within the operations section"

Translational Research Group, CAOCL:

"The FAS program should assist by providing materials describing the FAS capability – in planning, training and operations - and outlining how and where to most effectively employ a FAS. These materials should include a strong recommendation to place the FAS in the S-3, but to make the capability available to assist the S-2 as needed and when available."

Potential MEU Billets for FAS Additional Skills Designator

Rec CD	BIC	Billet Description	Alpha Grade	BMOS ASD1 ASD2	PMOS
E	M2031000031	ASST S-3/FSCC CHIEF	SSGT	0861	0861
E	M2031000028	CMO CHIEF	GYSGT	0531 0521D 0511D	0000

Questions?

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https://hqmc.usmc.afpims.mil/ppo/Units/StrategyandPlansDivision(PL
InternationalAffairsBranch(PLU)/InternationalAffairsPrograms.aspx

BACK UP SLIDES

Engagement Opportunities

- Country annual planning conferences
- Theater security cooperation conferences
- Pre-deployment site surveys
- Antiterrorism/force protection site surveys
- Senior leader engagements
- CJCS exercises
- Security cooperation team engagements
- International Military Education and Training (IMET)
- Augment deliberate planning teams
- Assessing, training, assisting, or advising activities focused on developing foreign security forces'

Engagement Opportunities

- Traveling contact teams
- Partnership stations
- Bilateral staff talks
- Assessment visits
- Augmentation to MILGROUPs
- Unit exchanges
- Foreign military sales support
- Ship rider programs
- Command visits
- Improving military to military relationships, interoperability, and assuring peacetime and contingency access.

24 MEU

2012 Deployment:

- Provided ARG/MEU analysts with regional and cultural knowledge
- SNCOIC for Africa Lion-12 and Eager Lion 12 under CJTF SPARTAN.
- Participated in Humanitarian Civic Assistance, Peace Support Operations, Key Leader Engagements.
- Maritime Raid Force QRF for the AOR.
- Supported Djiboutian Armed Forces (FAD) in support of AMISOM.
- Planning cell to train MEU marines.
- Supported SOCCE TF with PDSS for possible follow on missions.
- Liaison Officer for 24 MEU with US Embass during Djibouti Emergency Action Plan rev
- Constant Socio-Cultural Research and advisory Team engagements.

24 MEU

2012 Deployment:

- Interacted and supported the 448th and 490th US Army Civil Affairs Battalions, SCRAT J5, NCIS, J2 and J2X.
- Interacted with local military and civilians in and out of the exercise environment.
- Served as S-2 Chief, White Cell Battle Captai Joint Intel Support Element Chief, Joint Intel Center SNCOIC,
- Senior member of MEU and base level boards.
- Link between interagency, inter-branch and inter-departments.
- Provided guidance and guarded against cultural miscues for US forces and MEU staff during planning event, conferences and operations.
- Interpreter and cultural intermediary between high level US and non-US official
- Educated the multi-national coalition forces on US military and American cultur

15 MEU

15 MEU:

- (LNO) between RSNF and 15th MEU staff by way of public diplomacy, facilitated rapport and military coordination efforts with LREC skills.
- Provided briefs to include culture information, smart cards, and language material from CAOCL.
- Supported the ARG by providing LREC products and capabilities focusing on PMESII/ASCOPE, to 3rd Battalion 5th Marines (3/5), and other Major Subordinate Elements.
- Provided Cultural training to enhance understanding of our allies and how to deal with specific situations.
- Educated Marines how to build rapport through daily interaction.
- Promoted mutual cooperation in CENTCOM theater.
- Provided Modern Standard Arabic (MSA) classes to the India, Lima, Wpns Arty Bravo Battery

15 MEU

15 MEU:

- Provided LREC classes to Weapons Company, CBRN, and Senior members of the BLT
- Supported JOC.
- Participated in Key Leaders Event and interpreted to US and Senior Saudi staff officers.
- Supported the live fire coordination for FINEX and assisted senior Saudi training officer during fire coordination.
- Assisted in coordinating PAO access to photos for Saudi viewing.
- Provided Arabic classes to the Saudi forces, primarily focused on COC SOP for the MEU.
- Coordinated a visit with Saudi officers to the BLT's COC and explained BLT SOP's and daily operations.
- MEU-XO Senior Enlisted advisor

Advantages

- FAS are assigned to MAGTF, RED Team, MCSCG, MSOB, MARFOR.
- Available for augmentation to command elements, crisis response forces, or other combined/joint forces.
- No need to request through the Request for Support (RFS) process.
- Provides tactical forces with LREC and knowledge of interagency relations.
- Support of steady-state operations.
- Has access and interfaces with subordinate and adjacent commanders, officers-in-charge, country teams and other leaders across the spectrum and at different level of engagements.